



**Supply Management Workforce Category**

# LOGISTICS COMMUNITY OF INTEREST

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**2010 INVENTORY MANAGEMENT SERIES**  
Competency-Based Learning Map and Training Strategy

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# Inventory Management Competency-Based Learning Map Overview

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The United States Marine Corp (USMC) Logistics Community of Interest (COI) developed this competency-based learning map to support 2010 inventory management series professional development of technical competencies and training. This learning map is organized by a group of competencies, which together define successful performance in the 2010 inventory management series. Competency-based learning maps are essential resources for career development and useful for identifying the knowledge and skillsets you, an employee of the USMC, need to excel and advance in your professional role.

Learning maps are comprised of several components, described in Table 1 below:

**Table 1. Components of a Competency-Based Learning Map**

<b>Competency Titles and Definitions</b>	Describe the capabilities required for success within a particular position or job role
<b>Proficiency Target Levels</b>	Define different levels of performance (Entry, Journeyman, Expert) within a competency area
<b>Behavioral Indicators (BIs)</b>	Examples of activities performed by an individual that illustrate how a competency is demonstrated at varying levels of proficiency: Entry, Journeyman, and Expert. This document does not define all BIs required for 2010 positions.
<b>Training</b>	<p><b>Mandatory:</b> Training required to be completed based on Federal, State, or Marine Corps requirements/regulations</p> <p><b>Recommended:</b> Core, Core-Plus, and Sustainment training identified to enhance performance in competency areas</p> <ul style="list-style-type: none"><li>• <b>Core:</b> Initial training that all personnel should have in related position from entry to senior levels</li><li>• <b>Core-Plus:</b> Advanced training that is necessary for career progression that all mid-senior personnel should have in addition to the core training. Core-Plus training is recommended for personnel from General Schedule (GS)-11 to GS-14</li><li>• <b>Sustainment:</b> Training intended to maintain credentials or a good training course to have, but not necessary for career advancement</li></ul>

# Inventory Management Series Defined

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This series includes positions that involve analytical work in managing, regulating, coordinating, or otherwise exercising control over supplies, equipment, or other material. The work includes one or more phases of material management including initial planning, provisioning and requirements determination, acquisition and distribution, accountability, and ultimate issue for consumption, retention, or disposal. The work requires knowledge of acquisition processes, automated records and control systems, material substitution criteria, and storage, issue, and disposal processes.

Included in this series are positions the principal duties of which involve analytical work in managing and controlling material. Employees apply knowledge of systems, techniques, and underlying management concepts for determining, regulating, or controlling the level and flow of supplies from initial plan through acquisition, storage, issue, and utilization or disposal. In addition, knowledge of specific programs is used by some employees who specialize in providing the material support needs peculiar to assigned items of equipment, weapon systems, or special programs such as construction, maintenance, or modification.

## Competency Areas

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Six competencies have been identified for the successful performance in the 2010 series:

- |                                  |                       |
|----------------------------------|-----------------------|
| 1. Supply Planning               | 4. Sourcing           |
| 2. Inventory Management          | 5. Records Management |
| 3. Forecasting & Demand Planning | 6. Customer Service   |

## Proficiency and Skill Band Definitions

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The Proficiency Rating Scale (Table 2) below details the rating given for each level of proficiency and its corresponding definition. Proficiency levels describe the degree of competency required to perform a specific job successfully; these levels relate to the work required for a specific job. Different jobs require different levels of proficiency for successful performance. The proficiency levels provided in this learning map indicate the minimum proficiency target for successful performance.

**Table 2. Proficiency Rating Scale**

1	<b>Basic</b>	No Proficiency	Conceptual Knowledge Only/No Experience
2	<b>Applied</b>	Low Proficiency	Able to Apply with Help
3	<b>Intermediate</b>	Moderate Proficiency	Able to Apply Autonomously
4	<b>Advanced</b>	High Proficiency	Proficient/Able to Help Others
5	<b>Expert</b>	Very High Proficiency	Expert Knowledge

The USMC COIs have outlined a career progress structure that more accurately reflects the change in your abilities and responsibilities over time. That structure is called the Skill Level Structure (Table 3). It is associated with each occupational series and follows you from the time you are an entry-level employee until you attain the level of a management employee. Career progress in the USMC has traditionally been based on the federal government pay schedule system. The ratings within the pay schedule system are associated with Job Skill Levels:

**Table 3. Skill Level Structure**

Job Skill Level	Definition	Pay Plan	Beginning Grade	Target Grade
1	Entry	GS	7	9
2	Journeyman	GS	11	12
3	Expert	GS	13	14

## Behavioral Indicators (BIs)

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It is important to define how competencies are manifested at different skill levels. Behavioral Indicators are on-the-job examples of behaviors and activities that illustrate how a competency is demonstrated at varying skill levels and provide an objective description of the behavior that can be observed in an individual as evidence that they either have or do not have the skills at the required level needed for the competency. These are examples of what the competency could look like at varying skill levels and are not inclusive of all behaviors demonstrating the competency for each skill level. This information is provided as a tool to help guide evaluations of employee proficiency; however, it should not be used as a checklist for employees' behaviors.

## Training & Certifications

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The training courses found in Table 4 and throughout this learning map are recommended (Core, Core-Plus, and Sustainment) and may not be inclusive of all training available. Training titles and vendors are subject to change as the courses evolve. Additionally, there are several external resources (Defense Acquisition University (DAU), MarineNet, Learning Tree, Lynda.com, etc.) that provide a variety of training opportunities available to all personnel for professional knowledge and skill enhancement.

**Table 4. 2010 Training**

<b>Core (All Levels)</b>	
<ul style="list-style-type: none"> <li>• ACQ 101 Fundamentals of Systems Acquisition Management</li> <li>• ADMB7003D Customer Service Excellence</li> <li>• BCF 106 Fundamentals of Cost Analysis</li> <li>• CLC 011 Contracting for the Rest of Us</li> <li>• CLC 046 DoD Sustainable Procurement Program</li> <li>• CLE 015 Continuous Process Improvement Familiarization</li> <li>• CLL 004 Life Cycle Logistics for the Rest of Us</li> <li>• CLL 008 Designing for Supportability in DoD Systems</li> <li>• CLL 011 Performance Based Logistics (PBL)</li> <li>• CLL 012 Supportability Analysis</li> <li>• CLL 025 Depot Maintenance Interservice Support Agreements (DMISA)</li> <li>• CLL 037 DoD Supply Chain Fundamentals</li> <li>• CLL 201 Diminishing Manufacturing Sources and Material Shortages (DMSMS) Fundamentals</li> <li>• CLL 206 Introduction to Parts Management</li> <li>• CLM 037 Physical Inventories</li> <li>• CLM 039 Foundations of Government Property</li> <li>• COMM7002D Briefing Techniques</li> <li>• COMM7009D Positive Approaches to Difficult People</li> <li>• COMM8000D Effective Communication with Customers</li> <li>• DPAS Training</li> <li>• ENG 101 Fundamentals of Systems Engineering</li> <li>• GCSS11BC01 GCSS-MC Welcome to GCSS Basics</li> <li>• HBS 408 Customer Focus</li> <li>• HBS 428 Negotiating</li> </ul>	<ul style="list-style-type: none"> <li>• LOG 101 Acquisition Logistics Fundamentals</li> <li>• LOG 102 Fundamentals of System Sustainment Management</li> <li>• LOG 103 Reliability, Availability, and Maintainability (RAM)</li> <li>• OPER21 A00 Operations Management</li> <li>• OPER21 A01 Operations Management and the Organization</li> <li>• OPER21 A03 Operations and Supply Chain Management</li> <li>• OPER21 A04 Operations Management: Inventory Management</li> <li>• OPER21 A05 Operations Management: Forecasting and Capacity Planning</li> <li>• OPER21 A06 Operations Management: Operations Scheduling</li> <li>• OPER21 A07 Operations Management: Management of Quality</li> <li>• TFS01INT04 TFSMS Introduction Course</li> <li>• DLA Customer Assistance Logistics</li> <li>• DLA Security Cooperation/Foreign Military Sales (SC/FMS) Management</li> <li>• DLA Supply Management</li> <li>• DLA Supply Management Overview</li> <li>• DOD EMAIL</li> <li>• Federal Logistics Data (FED LOG)</li> <li>• Federal Logistics Information System (FLIS) via the World Wide Web (WebFLIS)/FED LOG for DLA Disposition Services</li> <li>• Hazardous Material Information Resource System (HMIRS)</li> <li>• Interchangeability and Substitutability (I&amp;S)</li> <li>• Introduction to DLA Logistics</li> <li>• Logistics Information Fundamentals Course (LIFC)</li> <li>• Military Standard Requisitioning and Issue Procedures (MILSTRIP)</li> </ul>
<b>Core-Plus (GS 11-14)</b>	
<ul style="list-style-type: none"> <li>• ACQ 202 Intermediate Systems Acquisition, Part A</li> <li>• ACQ 203 Intermediate Systems Acquisition, Part B</li> <li>• ACQ 315 Understanding Industry (Business Acumen)</li> <li>• ACQ 370 Acquisition Law</li> <li>• BCF 107 Applied Cost Analysis</li> <li>• CLE 008 Six Sigma: Concepts and Processes</li> <li>• CLL 005 Developing a Life Cycle Sustainment Plan</li> <li>• CLL 015 Product Support Business Case Analysis (BCA)</li> <li>• CLL 020 Independent Logistics Assessments</li> </ul>	<ul style="list-style-type: none"> <li>• CLM 047 Fiscal and Physical Accountability and Management of DoD Equipment</li> <li>• CON 100 Shaping Smart Business Arrangements</li> <li>• ENG 201 Applied Systems Engineering in Defense Acquisition, Part I</li> <li>• FINC9000D Defense Working Capital Funds</li> <li>• LOG 200 Product Support Strategy Development, Part A</li> <li>• LOG 201 Product Support Strategy Development, Part B</li> <li>• LOG 204 Configuration Management</li> <li>• LOG 206 Intermediate Systems Sustainment Management</li> <li>• LOG 235 Performance Based Logistics, Part A</li> </ul>

<ul style="list-style-type: none"> <li>CLL 203 Diminishing Manufacturing Sources and Material Shortages (DMSMS) Essentials</li> </ul>	<ul style="list-style-type: none"> <li>LOG 211 Supportability Analysis</li> <li>LOG 340 Life Cycle Product Support</li> <li>LOG 350 Enterprise Life Cycle Logistics Management</li> </ul>
<b>Core Sustainment Training</b>	<b>Core-Plus Sustainment Training</b>
<ul style="list-style-type: none"> <li>Defense Distribution Management – Modified</li> </ul>	<ul style="list-style-type: none"> <li>Defense Distribution Management</li> </ul>

Certifications are another practical option for formalizing a specific competency or skillset. The Logistics COI has identified several certifications (Table 5) that are applicable to the 2010 series. While these certifications are not required, staff are encouraged to complete these programs to improve and formalize their skillsets. However, some certifications below may be required according to your command and billet. Work with your supervisor to ensure you meet command certification training requirements.

**Table 5. Certifications**

<b>Certification</b>	<b>Vendor</b>	<b>Website Link</b>
Supply Chain & Logistics	Georgia Tech	<a href="#">Supply Chain &amp; Logistics   Georgia Tech Professional Education</a>
Warehousing Logistics	Barstow Community College	<a href="http://www.barstow.edu/Pdf/Academic_Affairs/CTE/Brochure/Logistics_2014.pdf">http://www.barstow.edu/Pdf/Academic_Affairs/CTE/Brochure/Logistics_2014.pdf</a>
Unit Airlift Affiliation, Load Planner Certification	USAF	<a href="http://www.ustranscom.mil/dtr/part-iii/dtr_part_iii_app_b.pdf">http://www.ustranscom.mil/dtr/part-iii/dtr_part_iii_app_b.pdf</a>
Logistics & Supply Chain Management	Darton State College	<a href="#">DSC: Business   Logistics and Supply Chain Management (0545)</a>
Logistics Specialist Certificate	Albany Technical College	<a href="#">Catalogue / Handbook - Albany Technical College</a>
Supply Chain Management Certificate	Albany Technical College	<a href="#">Catalogue / Handbook - Albany Technical College</a>
Certified Warehousing & Distribution Certificate	Albany Technical College	<a href="#">Catalogue / Handbook - Albany Technical College</a>
DAWIA Certified Level I, II, III	DAU	<a href="http://icatalog.dau.mil/onlinecatalog/CareerLvl.aspx#">http://icatalog.dau.mil/onlinecatalog/CareerLvl.aspx#</a>
CPI Green & Yellow Belt	USMC	<a href="#">USMC CONTINUOUS PROCESS IMPROVEMENT (CPI) IMPLEMENTATION POLICY &gt; The Official United States Marine Corps Public Website &gt; Messages Display</a>
Certificate of Accomplishment in Personal Property Management	Graduate School USA	<a href="#">Graduate School USA   Certificate of Accomplishment in Personal Property Management</a>
Certificate in Warehouse Management	Lloyd's Maritime Academy	<a href="http://www.lloydsmaritimeacademy.com/event/warehouse-management-LMA-distance-learning-course">http://www.lloydsmaritimeacademy.com/event/warehouse-management-LMA-distance-learning-course</a>



# Inventory Management Series Competency and Training Mapping

COMPETENCY	DEFINITION		
1. Supply Planning	Participate in, apply, and execute the evaluation and analysis of the demand plan based on resource limitations and capacity constraints. Identifies, prioritizes, allocates, and manages inventory to sustain operational requirements and to optimize materiel availability and weapons systems readiness.		
MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 1: Entry GS 7/9		Job Skill Level 2: Journeyman GS 11/12	Job Skill Level 3: Expert GS 13/14
1		2	4
BEHAVIORIAL INDICATORS			
Entry	<ul style="list-style-type: none"><li>• Knowledgeable of supply planning concepts.</li><li>• Knowledge of Supply Chain Operations Reference (SCOR), Department of Defense (DoD), and organization-specific end-to-end supply chain processes and management.</li><li>• Participate in the development of integrated enterprise/weapons system supply plans.</li><li>• Provide supply planning input on the development of business case analysis used for strategic sourcing.</li><li>• Participate in analyzation of mitigation strategies for financial or industrial constraints.</li><li>• Participate in the analysis of inventory requirements (location &amp; quantity) by viewing all nodes throughout the supply chain.</li></ul>		
Journeyman	<ul style="list-style-type: none"><li>• Understand and develop supply planning concepts.</li><li>• Apply SCOR, DoD, and organization-specific end-to-end supply chain processes and management.</li><li>• Develop integrated enterprise/weapons system supply plans.</li><li>• Collaborate on input into the development of business case analysis for strategic sourcing.</li><li>• Analyze and provide mitigation strategies for financial or industrial constraints.</li><li>• Manage and analyze the balance of inventory requirements (location &amp; quantity) by viewing all nodes throughout the supply chain.</li></ul>		
Expert	<ul style="list-style-type: none"><li>• Oversee the development and implementation of supply planning concepts.</li><li>• Recognized expert in SCOR, DoD, and organization-specific end-to-end supply chain processes and management.</li><li>• Oversee the development and implementation of enterprise/weapons system supply plans.</li><li>• Develop business case analysis for strategic sourcing.</li><li>• Develop, collaborate and execute an adaptive plan in support of dynamic customer and supplier environments.</li><li>• Decide the positioning of inventory requirements (location &amp; quantity) by viewing all nodes throughout the supply chain.</li></ul>		
TRAINING			
COURSE		VENDOR	SKILL LEVEL
CORE			
ACQ 101 Fundamentals of Systems Acquisition Management		DAU	1,2,3
BCF 106 Fundamentals of Cost Analysis		DAU	1,2,3
CLL 008 Designing for Supportability in DoD Systems		DAU	1,2,3
CLL 011 Performance Based Logistics (PBL)		DAU	1,2,3
CLL 012 Supportability Analysis		DAU	1,2,3
COMM7002D Briefing Techniques		Graduate School USA	1,2,3

ENG 101 Fundamentals of Systems Engineering	DAU	1,2,3
GCSS11BC01 GCSS-MC Welcome to GCSS Basics	MarineNet	1,2,3
LOG 101 Acquisition Logistics Fundamentals	DAU	1,2,3
LOG 102 Fundamentals of System Sustainment Management	DAU	1,2,3
LOG 103 Reliability, Availability, and Maintainability (RAM)	DAU	1,2,3
OPER21 A00 Operations Management	MarineNet	1,2,3
OPER21 A03 Operations and Supply Chain Management	MarineNet	1,2,3
OPER21 A05 Operations Management: Forecasting and Capacity Planning	MarineNet	1,2,3
OPER21 A07 Operations Management: Management of Quality	MarineNet	1,2,3
TFS01INT04 TFSMS Introduction Course	MarineNet	1,2,3
DLA Security Cooperation/Foreign Military Sales (SC/FMS) Management	DLA	1,2,3
DLA Supply Management	DLA	1,2,3
DLA Supply Management Overview	DLA	1,2,3
Federal Logistics Data (FED LOG)	DLA	1,2,3
Interchangeability and Substitutability (I&S)	DLA	1,2,3
Introduction to DLA Logistics	DLA	1,2,3
Military Standard Requisitioning and Issue Procedures (MILSTRIP)	DLA	1,2,3
<b>CORE-PLUS</b>		
ACQ 202 Intermediate Systems Acquisition, Part A	DAU	2,3
ACQ 203 Intermediate Systems Acquisition, Part B	DAU	2,3
BCF 107 Applied Cost Analysis	DAU	2,3
CLL 015 Product Support Business Case Analysis (BCA)	DAU	2,3
CLL 020 Independent Logistics Assessments	DAU	3
ENG 201 Applied Systems Engineering in Defense Acquisition, Part I	DAU	2,3
LOG 201 Product Support Strategy Development, Part B	DAU	2,3
LOG 206 Intermediate Systems Sustainment Management	DAU	2,3
LOG 211 Supportability Analysis	DAU	2,3
LOG 340 Life Cycle Product Support	DAU	3
LOG 350 Enterprise Life Cycle Logistics Management	DAU	3



# Inventory Management Series Competency and Training Mapping

COMPETENCY	DEFINITION		
2. Inventory Management	Perform material inventory management and requirements planning to minimize inventory investment and maximize inventory availability. Conduct inventory management practices (e.g., orders, returns, stocks, stores, issues, disposal, and classification of inventories).		
MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 1: Entry GS 7/9		Job Skill Level 2: Journeyman GS 11/12	Job Skill Level 3: Expert GS 13/14
1		2	4
BEHAVIORAL INDICATORS			
Entry	<ul style="list-style-type: none"><li>Conduct inventory accuracy/reconciliation analysis of custodial and accountable records.</li><li>Conduct order validation, fulfillment and expediting.</li><li>Understand the impact of inventory management decisions on customer support and other logistics processes/areas.</li><li>Understand basics of cataloging.</li><li>Understand and execute inventory management practices (e.g., orders, returns, stocks, stores, issues, disposal, and classification of inventories).</li></ul>		
Journeyman	<ul style="list-style-type: none"><li>Execute inventory accuracy/reconciliation analysis techniques of custodial and accountable records.</li><li>Conduct order validation, fulfillment and expediting for materials that requires alternate order fulfillment solutions.</li><li>Analyze the impact of inventory management decisions on customer support and other logistics processes/areas.</li><li>Recommend catalog action requests.</li><li>Execute inventory management practices (e.g., orders, returns, stocks, stores, issues, disposal, and classification of inventories).</li></ul>		
Expert	<ul style="list-style-type: none"><li>Oversee the execution of inventory accuracy/reconciliation analysis of custodial and accountable records.</li><li>Oversee order validation, fulfillment and expediting.</li><li>Inform stakeholders of the impact of inventory management decisions.</li><li>Validate catalog action requests.</li><li>Oversee inventory management practices (e.g., orders, returns, stocks, stores, issues, disposal, and classification of inventories).</li></ul>		
TRAINING			
COURSE		VENDOR	SKILL LEVEL
CORE			
ACQ 101 Fundamentals of Systems Acquisition Management		DAU	1,2,3
BCF 106 Fundamentals of Cost Analysis		DAU	1,2,3
CLL 008 Designing for Supportability in DoD Systems		DAU	1,2,3
CLL 011 Performance Based Logistics (PBL)		DAU	1,2,3
CLL 012 Supportability Analysis		DAU	1,2,3
CLL 025 Depot Maintenance Interservice Support Agreements (DMISA)		DAU	1,2
CLL 037 DoD Supply Chain Fundamentals		DAU	1,2,3
CLL 201 Diminishing Manufacturing Sources and Material Shortages (DMSMS) Fundamentals		DAU	1,2,3
COMM7002D Briefing Techniques		Graduate School USA	1,2,3

GCSS11BC01 GCSS-MC Welcome to GCSS Basics	MarineNet	1,2,3
HBS 428 Negotiating	DAU	1,2,3
LOG 101 Acquisition Logistics Fundamentals	DAU	1,2,3
LOG 102 Fundamentals of System Sustainment Management	DAU	1,2,3
OPER21 A03 Operations and Supply Chain Management	MarineNet	1,2,3
OPER21 A06 Operations Management: Operations Scheduling	MarineNet	1,2,3
OPER21 A07 Operations Management: Management of Quality	MarineNet	1,2,3
TFS01INT04 TFSMS Introduction Course	MarineNet	1,2,3
DLA Supply Management	DLA	1,2,3
DLA Supply Management Overview	DLA	1,2,3
DPAS Training	DPAS	1,2,3
Federal Logistics Data (FED LOG)	DLA	1,2,3
Federal Logistics Information System (FLIS) via the World Wide Web (WebFLIS)/FED LOG for DLA Disposition Services	DLA	1,2,3
Interchangeability and Substitutability (I&S)	DLA	1,2,3
Introduction to DLA Logistics	DLA	1,2,3
Military Standard Requisitioning and Issue Procedures (MILSTRIP)	DLA	1,2,3
<b>CORE-PLUS</b>		
ACQ 202 Intermediate Systems Acquisition, Part A	DAU	2,3
ACQ 203 Intermediate Systems Acquisition, Part B	DAU	2,3
ACQ 315 Understanding Industry (Business Acumen)	DAU	2,3
ACQ 370 Acquisition Law	DAU	2,3
BCF 107 Applied Cost Analysis	DAU	2,3
CLL 005 Developing a Life Cycle Sustainment Plan	DAU	2,3
CLL 015 Product Support Business Case Analysis (BCA)	DAU	2,3
CLL 020 Independent Logistics Assessments	DAU	3
CLL 203 Diminishing Manufacturing Sources and Material Shortages (DMSMS) Essentials	DAU	2,3
LOG 200 Product Support Strategy Development, Part A	DAU	2,3
LOG 201 Product Support Strategy Development, Part B	DAU	2,3
LOG 204 Configuration Management	DAU	2,3
LOG 206 Intermediate Systems Sustainment Management	DAU	2,3
LOG 211 Supportability Analysis	DAU	2,3
LOG 235 Performance Based Logistics, Part A	DAU	2,3
LOG 340 Life Cycle Product Support	DAU	3
LOG 350 Enterprise Life Cycle Logistics Management	DAU	3

# Inventory Management Series Competency and Training Mapping

COMPETENCY	DEFINITION		
3. Forecasting & Demand Planning	Participate, apply, determine, and execute demand plans to satisfy current and future requirements. Apply forecasting techniques; evaluate the operational environment; use collaborative input from customers to maximize materiel availability and weapons systems readiness.		
MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 1: Entry GS 7/9		Job Skill Level 2: Journeyman GS 11/12	Job Skill Level 3: Expert GS 13/14
2		3	4
BEHAVIORIAL INDICATORS			
Entry	<ul style="list-style-type: none"><li>Knowledge of forecasting and demand planning analytical techniques, data sources, and tools, allowing for the ability to maintain accountability and set retention levels of materiel and equipment to meet customer needs and operating environments.</li><li>Assist in development of integrated enterprise/weapons system demands.</li><li>Provide supply planning input on the development of business case analysis used for strategic sourcing.</li><li>Assist in preparation of resource and budget requirements.</li></ul>		
Journeyman	<ul style="list-style-type: none"><li>Apply forecasting and demand planning analytical techniques, data sources, and tools, allowing for the ability to maintain accountability and set retention levels of materiel and equipment to meet customer needs and operating environments.</li><li>Develop recommendations to improve forecasting/supply/demand requirements planning.</li><li>Develop integrated enterprise/weapons system demands.</li><li>Collaborate on input into the development of business case analysis for strategic sourcing.</li><li>Prepare recommendations for resource and budget requirements.</li></ul>		
Expert	<ul style="list-style-type: none"><li>Oversee forecasting and demand planning analytical techniques, data sources, and tools, allowing for the ability to maintain accountability and set retention levels of materiel and equipment to meet customer needs and operating environments.</li><li>Implement improvements to forecasting/supply/demand requirements planning.</li><li>Oversee development of integrated enterprise/weapons system demands.</li><li>Develop business case analysis for strategic sourcing.</li><li>Execute resource and budget requirements.</li></ul>		
TRAINING			
COURSE		VENDOR	SKILL LEVEL
CORE			
ACQ 101 Fundamentals of Systems Acquisition Management		DAU	1,2,3
BCF 106 Fundamentals of Cost Analysis		DAU	1,2,3
CLC 011 Contracting for the Rest of Us		DAU	1,2,3
CLC 046 DoD Sustainable Procurement Program		DAU	1,2,3
CLL 008 Designing for Supportability in DoD Systems		DAU	1,2,3
CLL 011 Performance Based Logistics (PBL)		DAU	1,2,3
CLL 012 Supportability Analysis		DAU	1,2,3
CLL 025 Depot Maintenance Interservice Support Agreements (DMISA)		DAU	1,2
CLL 037 DoD Supply Chain Fundamentals		DAU	1,2,3

CLL 201 Diminishing Manufacturing Sources and Material Shortages (DMSMS) Fundamentals	DAU	1,2,3
COMM7002D Briefing Techniques (3 days)	Graduate School USA	1,2,3
ENG 101 Fundamentals of Systems Engineering	DAU	1,2,3
GCSS11BC01 GCSS-MC Welcome to GCSS Basics	MarineNet	1,2,3
HBS 428 Negotiating	DAU	1,2,3
LOG 101 Acquisition Logistics Fundamentals	DAU	1,2,3
LOG 102 Fundamentals of System Sustainment Management	DAU	1,2,3
OPER21 A03 Operations and Supply Chain Management	MarineNet	1,2,3
TFS01INT04 TFSMS Introduction Course	MarineNet	1,2,3
DLA Security Cooperation/Foreign Military Sales (SC/FMS) Management	DLA	1,2,3
DLA Supply Management	DLA	1,2,3
DLA Supply Management Overview	DLA	1,2,3
DOD EMALL	DLA	1,2,3
Federal Logistics Data (FED LOG)	DLA	1,2,3
Interchangeability and Substitutability (I&S)	DLA	1,2,3
Introduction to DLA Logistics	DLA	1,2,3
Military Standard Requisitioning and Issue Procedures (MILSTRIP)	DLA	1,2,3
<b>CORE-PLUS</b>		
ACQ 202 Intermediate Systems Acquisition, Part A	DAU	2,3
ACQ 203 Intermediate Systems Acquisition, Part B	DAU	2,3
ACQ 315 Understanding Industry (Business Acumen)	DAU	2,3
ACQ 370 Acquisition Law	DAU	2,3
BCF 107 Applied Cost Analysis	DAU	2,3
CLL 015 Product Support Business Case Analysis (BCA)	DAU	2,3
CLL 020 Independent Logistics Assessments	DAU	3
CLL 203 Diminishing Manufacturing Sources and Material Shortages (DMSMS) Essentials	DAU	2,3
CON 100 Shaping Smart Business Arrangements	DAU	2,3
ENG 201 Applied Systems Engineering in Defense Acquisition, Part I	DAU	2,3
FINC9000D Defense Working Capital Funds	Graduate School USA	2,3
LOG 200 Product Support Strategy Development, Part A	DAU	2,3
LOG 201 Product Support Strategy Development, Part B	DAU	2,3
LOG 204 Configuration Management	DAU	2,3
LOG 211 Supportability Analysis	DAU	2,3
LOG 235 Performance Based Logistics, Part A	DAU	2,3
LOG 340 Life Cycle Product Support	DAU	3
LOG 350 Enterprise Life Cycle Logistics Management	DAU	3
<b>SUSTAINMENT</b>		
Defense Distribution Management	ALU	2,3
Defense Distribution Management - Modified	ALU	1,2,3

# Inventory Management Series Competency and Training Mapping

COMPETENCY	DEFINITION		
4. Sourcing	Participate, apply, develop, and execute support acquisition processes to effectively satisfy routine and surge requirements. Evaluate and analyze the DoD, organic, and commercial suppliers to achieve best value sourcing arrangements.		
MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 1: Entry GS 7/9		Job Skill Level 2: Journeyman GS 11/12	Job Skill Level 3: Expert GS 13/14
1		2	4
BEHAVIORIAL INDICATORS			
Entry	<ul style="list-style-type: none"><li>Collect information for business case analysis.</li><li>Assist in conducting market research.</li><li>Knowledge of performance based logistics.</li><li>Collect information on sourcing options.</li></ul>		
Journeyman	<ul style="list-style-type: none"><li>Analyze and develop information for business case analysis.</li><li>Conduct market research.</li><li>Develop performance based arrangements.</li><li>Analyze and recommend sourcing options.</li></ul>		
Expert	<ul style="list-style-type: none"><li>Oversee and finalize business case analysis.</li><li>Use market research to develop sourcing strategies.</li><li>Develop and execute performance based arrangements.</li><li>Determine sourcing options.</li></ul>		
TRAINING			
COURSE		VENDOR	SKILL LEVEL
CORE			
ACQ 101 Fundamentals of Systems Acquisition Management		DAU	1,2,3
BCF 106 Fundamentals of Cost Analysis		DAU	1,2,3
CLC 011 Contracting for the Rest of Us		DAU	1,2,3
CLL 004 Life Cycle Logistics for the Rest of Us		DAU	1
CLL 008 Designing for Supportability in DoD Systems		DAU	1,2,3
CLL 011 Performance Based Logistics (PBL)		DAU	1,2,3
CLL 012 Supportability Analysis		DAU	1,2,3
CLL 037 DoD Supply Chain Fundamentals		DAU	1,2,3
CLL 206 Introduction to Parts Management		DAU	1,2,3
CLM 037 Physical Inventories		DAU	1
COMM7002D Briefing Techniques		Graduate School USA	1,2,3
GCSS11BC01 GCSS-MC Welcome to GCSS Basics		MarineNet	1,2,3
LOG 101 Acquisition Logistics Fundamentals		DAU	1,2,3
LOG 102 Fundamentals of System Sustainment Management		DAU	1,2,3

LOG 103 Reliability, Availability, and Maintainability (RAM)	DAU	1,2,3
OPER21 A03 Operations and Supply Chain Management	MarineNet	1,2,3
OPER21 A04 Operations Management: Inventory Management	MarineNet	1,2,3
TFS01INT04 TFSMS Introduction Course	MarineNet	1,2,3
DLA Security Cooperation/Foreign Military Sales (SC/FMS) Management	DLA	1,2,3
DLA Supply Management	DLA	1,2,3
DLA Supply Management Overview	DLA	1,2,3
DOD EMALL	DLA	1,2,3
Federal Logistics Data (FED LOG)	DLA	1,2,3
Federal Logistics Information System (FLIS) via the World Wide Web (WebFLIS)/FED LOG for DLA Disposition Services	DLA	1,2,3
Hazardous Material Information Resource System (HMIRS)	DLA	1,2,3
Interchangeability and Substitutability (I&S)	DLA	1,2,3
Introduction to DLA Logistics	DLA	1,2,3
Logistics Information Fundamentals Course (LIFC)	DLA	1,2,3
Military Standard Requisitioning and Issue Procedures (MILSTRIP)	DLA	1,2,3
<b>CORE-PLUS</b>		
ACQ 202 Intermediate Systems Acquisition, Part A	DAU	2,3
ACQ 203 Intermediate Systems Acquisition, Part B	DAU	2,3
CLL 015 Product Support Business Case Analysis (BCA)	DAU	2,3
CLL 020 Independent Logistics Assessments	DAU	3
FINC9000D Defense Working Capital Funds	Graduate School USA	2,3
LOG 200 Product Support Strategy Development, Part A	DAU	2,3
LOG 201 Product Support Strategy Development, Part B	DAU	2,3
LOG 204 Configuration Management	DAU	2,3
LOG 206 Intermediate Systems Sustainment Management	DAU	2,3
LOG 211 Supportability Analysis	DAU	2,3
LOG 340 Life Cycle Product Support	DAU	3
LOG 350 Enterprise Life Cycle Logistics Management	DAU	3
<b>SUSTAINMENT</b>		
Defense Distribution Management	ALU	2,3
Defense Distribution Management - Modified	ALU	1,2,3

# Inventory Management Series Competency and Training Mapping

COMPETENCY	DEFINITION		
5. Records Management	Apply relevant policies, procedures, processes, and regulations for managing documents to ensure accountability and auditability.		
MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 1: Entry GS 7/9		Job Skill Level 2: Journeyman GS 11/12	Job Skill Level 3: Expert GS 13/14
1		2	4
BEHAVIORAL INDICATORS			
Entry	<ul style="list-style-type: none"><li>Comply with standard operating procedures that encompass all inventory records management.</li><li>Maintain inventory records for accountability and auditability.</li><li>Knowledge of organizational business rules for the ability to control release of available inventory.</li><li>Understands records access requirements (e.g., planning and implementing records access systems, inventory records, records disposition, and destruction); Personally Identifiable Information (PII) requirements.</li></ul>		
Journeyman	<ul style="list-style-type: none"><li>Comply and implement standard operating procedures that encompass all inventory records management.</li><li>Inspect inventory record keeping.</li><li>Participate in the establishment of organizational business rules for the ability to control release of available inventory.</li><li>Ensure compliance with records access requirements; PII requirements.</li></ul>		
Expert	<ul style="list-style-type: none"><li>Comply, implement, and ensure compliance with standard operating procedures that encompass all inventory records management.</li><li>Ensure compliance with inventory records keeping.</li><li>Establish organizational business rules and recommend policies improvement for the ability to control release of available inventory.</li><li>Oversee compliance with records access requirements; PII requirements.</li></ul>		
TRAINING			
COURSE		VENDOR	SKILL LEVEL
CORE			
CLL 004 Life Cycle Logistics for the Rest of Us		DAU	1
CLL 011 Performance Based Logistics (PBL)		DAU	1,2,3
CLM 037 Physical Inventories		DAU	1
CLM 039 Foundations of Government Property		DAU	1,2,3
COMM7002D Briefing Techniques		Graduate School USA	1,2,3
GCSS11BC01 GCSS-MC Welcome to GCSS Basics		MarineNet	1,2,3
TFS01INT04 TFSMS Introduction Course		MarineNet	1,2,3
Federal Logistics Data (FED LOG)		DLA	1,2,3
Federal Logistics Information System (FLIS) via the World Wide Web (WebFLIS)/FED LOG for DLA Disposition Services		DLA	1,2,3
Military Standard Requisitioning and Issue Procedures (MILSTRIP)		DLA	1,2,3
CORE-PLUS			
CLM 047 Fiscal and Physical Accountability and Management of DoD Equipment		DAU	2,3



# Inventory Management Series Competency and Training Mapping

COMPETENCY	DEFINITION		
6. Customer Service	Anticipate and meet customer requirements by identifying and managing expectations and business objectives. Solicit customer feedback to develop and implement strategies that measure and maintain customer satisfaction through continuous improvement.		
MINIMUM PROFICIENCY TARGET LEVELS			
Job Skill Level 1: Entry GS 7/9		Job Skill Level 2: Journeyman GS 11/12	Job Skill Level 3: Expert GS 13/14
1		2	4
BEHAVIORIAL INDICATORS			
Entry	<ul style="list-style-type: none"><li>Conduct customer interface.</li><li>Ability to collaborate with customers and stakeholders to improve supply chain effectiveness and efficiency.</li><li>Assists in engaging with stakeholders and functional support areas.</li><li>With guidance, anticipates conflicting needs among stakeholders.</li></ul>		
Journeyman	<ul style="list-style-type: none"><li>Assist in and conduct customer interface.</li><li>Collaborate with customers and stakeholders to improve supply chain effectiveness and efficiency.</li><li>Actively maintains and establishes new relationships with stakeholders connected to a work effort.</li><li>Independently identifies conflicting needs among stakeholders and ensures needs are addressed.</li></ul>		
Expert	<ul style="list-style-type: none"><li>Provide guidance to lower levels to optimize and conduct customer interface.</li><li>Provide oversight and collaborate with customers and stakeholders to improve supply chain effectiveness and efficiency.</li><li>Actively maintains and establishes new relationships with stakeholders while considering the impact of political, economic, and other factors on program goals.</li><li>Establishes strategies for interdependencies among stakeholders while addressing conflicting needs.</li></ul>		
TRAINING			
COURSE		VENDOR	SKILL LEVEL
CORE			
ADMB7003D Customer Service Excellence		Graduate School USA	1,2,3
CLE 015 Continuous Process Improvement Familiarization		DAU	1,2,3
CLL 004 Life Cycle Logistics for the Rest of Us		DAU	1
CLL 011 Performance Based Logistics (PBL)		DAU	1,2,3
COMM7002D Briefing Techniques		Graduate School USA	1,2,3
COMM7009D Positive Approaches to Difficult People		Graduate School USA	1,2,3
COMM8000D Effective Communication with Customers		Graduate School USA	1,2,3
HBS 408 Customer Focus		DAU	1,2,3
OPER21 A01 Operations Management and the Organization		MarineNet	1,2,3
OPER21 A07 Operations Management: Management of Quality		MarineNet	1,2,3
DLA Customer Assistance Logistics		DLA	1,2,3
Federal Logistics Data (FED LOG)		DLA	1,2,3
Military Standard Requisitioning and Issue Procedures (MILSTRIP)		DLA	1,2,3

CORE-PLUS		
CLE 008 Six Sigma: Concepts and Processes	DAU	2,3
CON 100 Shaping Smart Business Arrangements	DAU	2,3

## Appendix A. Acronyms Defined

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◆ ALU	Army Logistics University
◆ BI	Behavioral Indicator
◆ COI	Community of Interest
◆ CPI	Continuous Process Improvement
◆ DAU	Defense Acquisition University
◆ DAWIA	Defense Acquisition Workforce Improvement Act
◆ DLA	Defense Logistics Agency
◆ DPAS	Defense Property Accountability System
◆ DoD	Department of Defense
◆ PII	Personally Identifiable Information
◆ SCOR	Supply Chain Operations Reference
◆ USAF	United States Air Force
◆ USMC	United States Marine Corps